1979 COTH SURVEY
OF HOUSE STAFF
STIPENDS, BENEFITS, AND FUNDING

February, 1980

Department of Teaching Hospitals
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INTRODUCTION

The COTH Survey of House Staff Stipends, Benefits, and Funding has been prepared annually since 1968 by the Department of Teaching Hospitals of the Association of American Medical Colleges. The primary purpose of the survey is to provide current comparative data on stipends and benefits for house staff in teaching hospitals. The report also includes data on total hospital expenditures for house staff and the sources used to fund these costs.

The 1979 house staff questionnaire (Appendix A) was mailed to all 407 members of the Council of Teaching Hospitals (COTH) in May, 1979. Responses which could be used in whole or in part were received from 347 hospitals, which represents 85 percent of those surveyed. Response rates on the basis of hospital location, ownership, affiliation, and bed size are provided in Appendix B. COTH member hospitals provide approximately 70 percent of all residency training positions in the country. Thus, this report is based on data for roughly 60 percent of all of the nation's residency positions. Previous comparisons between the COTH survey and other data reported on house staff stipends have demonstrated that COTH membership is representative of all teaching hospitals. It is reasonable to assume that the data for the 1979 survey is also representative of all teaching hospitals.

Preparation of the survey report required the help of many individuals. Michael McShane, Ph.D., and Takami Watson of the AAMC's Computer Services provided the data processing assistance necessary to compile the tables. Melody Bishop coded and entered the data into the computer and patiently typed the tables and the text. James Bentley, Ph.D., who prepared last year's survey, Richard Knapp, Ph.D., Director of the Department of Teaching Hospitals,

Joseph Isaacs, and Charles Kahn provided assistance and constructive recommendations. Finally, special thanks go to the participating hospitals. Hopefully, their contributions are adequately reflected in the report.

Peter W. Butler
Department of Teaching Hospitals

CHAPTER ONE

HOUSE STAFF STIPENDS

In this chapter, nationwide house staff stipends are presented as well as stipend data by geographic region, hospital affiliation relationship, hospital ownership, hospital bed size, and city. Median, mean, twenty-fifth percentile, and seventy-fifth percentile figures are displayed for 1979-80 and 1978-79 by first through sixth post-MD year. Dollar and percentage increases in median and mean stipends from 1978-79 to 1979-80 are also provided for each category of hospitals.

NATIONWIDE DATA (Tables 1-4)

Based on responses from 319 hospitals, Table 1 (page 10) reveals that the mean stipend for first year house staff in 1979-80 is $14,811 compared to $13,965 in 1978-79. The respective stipends for sixth post-MD year, the highest level of training reported for this survey, are $19,494 and $18,464. The ranges between the twenty-fifth and seventy-fifth percentiles at these two levels of training are relatively small -- $1,864 for the first year and $2,800 for the sixth year.

Dollar and percentage increases for 1978-79 to 1979-80 are shown in Table 2. For early years of training dollar increases are lower but percentage increases are higher. The increase in the mean stipend for first year house staff, 6.1 percent, is similar to the increases reported in each of the last four years, but less than the average annual increase of 7.3 percent for the past decade (see Appendix C).

One way to view differences in stipends by level of training is to create index values by dividing the stipends for the second through sixth post-MD years by the first year stipend. Table 3 includes these values for median and mean stipends. The figures reveal that sixth year house staff receive stipends approximately thirty percent greater than their first year colleagues.

Another way to illustrate yearly increases in stipends is to examine increases for a cohort of residents from 1978-79 to 1979-80. Table 4 shows that a resident who began graduate training in 1978-79 and is now in the second post-MD year receives approximately $1,845 more than last year, a 13.2 percent increase. Thus, when increases for promotion to the next year of training are added to the stipend increases for each position, the relative financial position of an advancing graduate medical education student is more favorable than the percentage increases indicated in Table 2.

GEOGRAPHIC REGION (Tables 5-10)

Regional house staff stipends for COTH member hospitals have been computed for four geographic regions: Northeast, South, Midwest, and West. A map of these geographic areas appears in Appendix D. The mean and percentile data for house staff stipends for the four regions are presented in Tables 6 through 8. Table 9 provides comparative median data for all regions, and Table 10 shows dollar and percentage increases for each region from 1978-79 to 1979-80.

The regional data reveals that the highest median stipend for first year house officers, $15,161, was reported by hospitals in the Northeast. This region also ranks first in median stipends for the second and sixth post-MD

years, but the Western region is highest for years three, four, and five. A comparison of regional medians to national medians suggests relatively small differences (97 to 105 percent of the nationwide medians) between the Northeast, Midwest, and West. However, the South is significantly lower with stipends approximately 12 percent below the national figures.

Examination of median and mean stipend increases shows that the relative differences in regional stipend levels have not changed from last year. In fact, the range in the increases in mean stipends was only 0.5 percent: the Midwest was lowest with a 5.9 percent increase while the West was highest with 6.4. The West had the greatest dollar increase in the mean first year stipend ($885), and the South was the lowest ($779), a difference of $106.

AFFILIATION RELATIONSHIP (Tables 11-16)

Based on a survey of the medical school deans, the Liaison Committee on Graduate Medical Education in its annual Directory of Residency Training Programs classifies affiliation relationships into three categories: major, limited, and graduate. For the purposes of this survey, these groupings have been modified. The major affiliate designation is changed with university-owned hospitals in a separate category; the limited and graduate designations are merged into one category, limited affiliate. In previous surveys, stipends have been reported for unaffiliated hospitals. This category has been eliminated this year because only eight responding hospitals were unaffiliated with a medical school. The mean first year stipend for this group is $14,932 for 1979-80.

The results of the survey suggest that the type of affiliation a teaching hospital has with a medical school has relatively little effect on house staff stipend levels. University-owned hospital stipends are one to four percent lower than the nationwide medians for the six years of training. However, dollar and percentage increases for this group over the past year were greater than in the major affiliate and limited affiliate categories. Thus, the relative position of university-owned hospitals has improved from last year when their stipends were approximately 94 percent of nationwide medians. Stipends for house staff in major and limited affiliates are close to the nationwide figures, although limited affiliates have slightly higher stipends than those in major affiliates.

HOSPITAL OWNERSHIP (Tables 17-22)

House staff stipends by hospital ownership are reported for five categories: state-owned, municipally-owned (includes city, county, and hospital district-owned hospitals), church-owned, other, nonprofit, and Veterans Administration hospitals. As was the case with stipends by region and affiliation relationship, stipends by hospital ownership are reported for 1978-79 and 1979-80 by percentiles and mean (Tables 17-20), and comparative median figures and dollar and percentage increases are provided in Tables 21 and 22.

Substantial variation in median stipends exists when hospitals are classified by ownership. Public hospitals (state-owned and municipally-owned) generally provide lower stipends to house staff than private hospitals (church-owned and other, nonprofit). This difference is most pronounced among state-owned institutions which provide stipends seven to nine percent lower than

nationwide medians. For the first year of training, this constitutes a difference of $1,125. Dollar increases in first year median stipends ranged from $601 in church-owned hospitals to $909 for hospitals falling into the other, nonprofit category.

HOSPITAL BED SIZE (Tables 23-28)

To compare stipends by hospital bed size, COTH membership was divided into quartiles several years ago. Because of shifts in the distribution of hospitals among the original bed size categories, the boundaries for bed size quartiles were realigned this year. The new quartiles are 385 or fewer beds, 386 to 512 beds, 513 to 695 beds, and 696 beds or more.

The data presented in Table 27 reveal remarkably little variation in stipends by bed size. With the exception of the 386-512 bed size category which has stipends approximately two to three percent lower than the other groups, all bed size categories have stipends that are virtually indistinguishable. Only $59 separates the highest and lowest first year median stipends for the smallest and two largest bed size groups. In terms of percentage increases, there is also little variation among hospital bed size categories. The increase at hospitals with 696 or more beds was 4.9 percent, slightly lower than those in the other groupings. However, the median stipend for these hospitals for 1979-80, $15,001, is above the national median of $14,775.

CITY (Tables 29-46)

First through sixth year stipend data for 1978-79 and 1979-80 are reported in Tables 29-46 for the eighteen cities which had four or more

responding hospitals. Mean stipends are presented along with the lowest and highest stipends for each city. The following cities are included:

City	Table
Baltimore, Maryland	29
Boston, Massachusetts	30
Chicago, Illinois	31
Cleveland, Ohio	32
Dallas, Texas	33
Detroit, Michigan	34
Hartford, Connecticut	35
Indianapolis, Indiana	36
Los Angeles, California	37
Nashville, Tennessee	38
New York City, New York	39
Philadelphia, Pennsylvania	40
Pittsburgh, Pennsylvania	41
Providence, Rhode Island	42
Rochester, New York	43
San Francisco, California	44
St. Louis, Missouri	45
Washington, D.C.	46

CHIEF RESIDENTS' STIPEND DIFFERENTIALS (Tables 47-48)

Chief residents frequently receive higher stipends than is usual for their year of training. Table 47 reports the percentage of hospitals providing a stipend differential to the chief resident in Medicine, Surgery, Pediatrics, and Obstetrics-Gynecology. Table 48 presents the mean and median values of the differentials.

Stipend differentials are most often provided to chief residents in Medicine. Fifty-nine percent of all responding hospitals provide this group with a differential compared to 40 percent, 33 percent, and 28 percent for chief residents in Surgery, Pediatrics, and Ob-Gyn respectively. These relative frequencies are consistent across almost all hospital categorizations, although differentials for Ob-Gyn chief residents are more prevalent than

differentials for Pediatric chief residents in four instances. In general, differentials in the four specialties are paid most often by hospitals that are in the Western region, in the largest bed size category, and are state-owned.

Table 48 reveals that average stipend differentials vary substantially depending on whether median or mean figures are used. However, the highest differential is usually paid to chief residents in Medicine, followed by chief residents in Surgery, Pediatrics, and Ob-Gyn. Differentials are greatest in the West, in the largest hospitals, and in the Veterans Administration hospitals.

Table 1

Nationwide House Staff Stipends for 1979-80 and 1978-79, by Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1979-80			
1st Post-MD Yr	319	$13,708	$14,775	$14,811	$15,572
2nd Post-MD Yr	320	14,700	15,795	15,832	16,640
3rd Post-MD Yr	320	15,500	16,671	16,749	17,450
4th Post-MD Yr	320	16,312	17,518	17,626	18,600
5th Post-MD Yr	313	17,100	18,363	18,495	19,600
6th Post-MD Yr	242	18,000	19,300	19,494	20,800
		1978-79			
1st Post-MD Yr	319	13,000	13,950	13,965	14,750
2nd Post-MD Yr	320	13,822	14,859	14,948	15,725
3rd Post-MD Yr	320	14,573	15,800	15,826	16,567
4th Post-MD Yr	320	15,389	16,651	16,665	17,454
5th Post-MD Yr	313	16,000	17,331	17,488	18,500
6th Post-MD Yr	242	16,904	18,251	18,464	19,779

Table 2

Dollar and Percentage Increases in Average Nationwide House Staff Stipends for 1979-80 Compared with 1978-79, by Year of Training

	Dollar Increases		Percentage Increases	
	Median	Mean	Median	Mean
1st Post-MD Yr	$ 825	$ 846	5.9%	6.1%
2nd Post-MD Yr	936	884	6.3	5.9
3rd Post-MD Yr	871	923	5.5	5.8
4th Post-MD Yr	867	961	5.2	5.8
5th Post-MD Yr	1,032	1,007	6.0	5.8
6th Post-MD Yr	1,049	1,030	5.7	5.6

Table 3

Index Values for Average Nationwide House Staff Stipends for 1979-80, by Year of Training

Year of Training	Index Value: 1979-80*	
	Median	Mean
1st Post-MD Yr	1.00	1.00
2nd Post-MD Yr	1.07	1.07
3rd Post-MD Yr	1.13	1.13
4th Post-MD Yr	1.19	1.19
5th Post-MD Yr	1.24	1.25
6th Post-MD Yr	1.31	1.32

* The index value is computed by dividing the stipend in year X by the stipend in the first post-MD year.

Table 4

Dollar and Percentage Increases in Nationwide Median House Staff Stipends Received by a Cohort of Residents

Year of Training		Dollar Increases		Percentage Increases	
1979-80	1978-79	Median	Mean	Median	Mean
1st Post-MD Yr	-	-	-	-	-
2nd Post-MD Yr	1st Post-MD Yr	$1,845**	$1,867	13.2%	13.3%
3rd Post-MD Yr	2nd Post-MD Yr	1,812	1,801	12.2	12.0
4th Post-MD Yr	3rd Post-MD Yr	1,718	1,800	10.9	11.4
5th Post-MD Yr	4th Post-MD Yr	1,712	1,830	10.3	11.0
6th Post-MD Yr	5th Post-MD Yr	1,969	2,006	11.4	11.5

** $1,845 represents the increase in the median stipend from 1st Post-MD Year of Training (1978-79) to 2nd Post-MD Year of Training (1979-80).

Table 5

Northeastern Region: House Staff Stipends for 1979-80 and 1978-79, by Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1979-80			
1st Post-MD Yr	138	$14,500	$15,161	$15,514	$16,250
2nd Post-MD Yr	139	15,461	16,207	16,585	17,200
3rd Post-MD Yr	139	16,181	17,138	17,589	18,000
4th Post-MD Yr	139	17,000	18,008	18,491	19,209
5th Post-MD Yr	132	17,900	18,930	19,419	20,600
6th Post-MD Yr	99	19,200	20,300	20,654	22,200
		1978-79			
1st Post-MD Yr	138	13,718	14,300	14,637	15,350
2nd Post-MD Yr	139	14,700	15,300	15,674	16,200
3rd Post-MD Yr	139	15,400	16,130	16,636	17,000
4th Post-MD Yr	139	16,170	17,007	17,513	18,160
5th Post-MD Yr	132	17,000	17,861	18,383	19,500
6th Post-MD Yr	99	18,208	19,400	19,567	21,000

Table 6

Southern Region: House Staff Stipends for 1979-80 and 1978-79, by Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1979-80			
1st Post-MD Yr	56	$12,626	$13,248	$13,271	$13,708
2nd Post-MD Yr	56	13,229	13,942	14,015	14,405
3rd Post-MD Yr	56	14,000	14,689	14,788	15,373
4th Post-MD Yr	56	14,500	15,502	15,528	16,029
5th Post-MD Yr	56	15,320	16,238	16,261	16,819
6th Post-MD Yr	46	15,825	17,019	17,043	17,848
		1978-79			
1st Post-MD Yr	56	11,975	12,496	12,492	12,930
2nd Post-MD Yr	56	12,516	13,093	13,226	13,672
3rd Post-MD Yr	56	13,200	13,812	13,966	14,382
4th Post-MD Yr	56	13,950	14,501	14,677	15,152
5th Post-MD Yr	56	14,500	15,169	15,386	15,918
6th Post-MD Yr	46	15,000	16,001	16,169	16,733

Table 7

Midwestern Region: House Staff Stipends for 1979-80 and 1978-79, by Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1979-80			
1st Post-MD Yr	86	$14,000	$14,951	$14,756	$15,572
2nd Post-MD Yr	86	15,000	15,800	15,561	16,545
3rd Post-MD Yr	86	15,800	16,500	16,276	17,139
4th Post-MD Yr	86	16,500	17,202	17,073	18,000
5th Post-MD Yr	86	17,200	18,100	17,880	18,830
6th Post-MD Yr	65	18,035	18,850	18,722	19,639
		1978-79			
1st Post-MD Yr	86	13,196	14,001	13,930	14,838
2nd Post-MD Yr	86	14,000	14,850	14,684	15,600
3rd Post-MD Yr	86	14,695	15,501	15,365	16,244
4th Post-MD Yr	86	15,470	16,251	16,098	16,980
5th Post-MD Yr	86	16,000	17,101	16,864	17,703
6th Post-MD Yr	65	16,855	17,875	17,713	18,616

Table 8

Western Region: House Staff Stipends for 1979-80 and 1978-79, by Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1979-80			
1st Post-MD Yr	39	$14,000	$14,444	$14,660	$15,132
2nd Post-MD Yr	39	15,100	15,730	16,353	17,655
3rd Post-MD Yr	39	16,110	17,154	17,619	18,993
4th Post-MD Yr	39	17,297	18,300	18,775	20,269
5th Post-MD Yr	39	18,400	19,300	19,932	21,115
6th Post-MD Yr	32	19,170	20,053	20,998	22,818
		1978-79			
1st Post-MD Yr	39	13,100	13,500	13,775	14,411
2nd Post-MD Yr	39	13,973	14,946	15,415	16,520
3rd Post-MD Yr	39	14,846	16,105	16,626	18,020
4th Post-MD Yr	39	15,936	17,401	17,746	19,220
5th Post-MD Yr	39	17,171	18,471	18,849	20,320
6th Post-MD Yr	32	17,467	19,000	19,878	21,449

Table 9

A Comparison of Median House Staff Stipends for 1979-80, by Year of Training and Geographic Region

	1979-80 Median Stipend, by Region				
Year of Training	Northeastern	Southern	Midwestern	Western	Nationwide
1st Post-MD Yr	$15,161	$13,248	$14,951	$14,444	$14,775
2nd Post-MD Yr	16,207	13,942	15,800	15,730	15,795
3rd Post-MD Yr	17,138	14,689	16,500	17,154	16,671
4th Post-MD Yr	18,008	15,502	17,202	18,300	17,518
5th Post-MD Yr	18,930	16,238	18,100	19,300	18,363
6th Post-MD Yr	20,300	17,017	18,850	20,053	19,300
	1979-80 Median Stipend as Per Cent of Nationwide Median, by Region				
1st Post-MD Yr	102.6%	89.7%	101.2%	97.8%	100.0%
2nd Post-MD Yr	102.6	88.3	100.0	99.6	100.0
3rd Post-MD Yr	102.8	88.1	99.0	102.9	100.0
4th Post-MD Yr	102.8	88.5	98.2	104.5	100.0
5th Post-MD Yr	103.1	88.4	98.2	105.1	100.0
6th Post-MD Yr	105.2	88.2	97.7	103.9	100.0

Table 10

Dollar and Percentage Increases in Average Regional House Staff Stipends for 1979-80 Compared with 1978-79, by Year of Training

Year of Training	Northeastern		Southern		Midwestern		Western	
	Median	Mean	Median	Mean	Median	Mean	Median	Mean
	Dollar Increases, by Region							
1st Post-MD Yr	$ 861	$ 877	$ 752	$779	$950	$ 826	$ 944	$ 885
2nd Post-MD Yr	907	911	849	789	950	877	784	938
3rd Post-MD Yr	1,008	953	877	822	999	911	1,049	993
4th Post-MD Yr	1,001	978	1,001	851	951	975	899	1,029
5th Post-MD Yr	1,069	1,036	1,069	875	999	1,016	829	1,083
6th Post-MD Yr	900	1,087	1,018	874	975	1,009	1,053	1,120
	Percentage Increases, by Region							
1st Post-MD Yr	6.0%	6.0%	6.0%	6.2%	6.8%	5.9%	7.0%	6.4%
2nd Post-MD Yr	5.9	5.8	6.5	6.0	6.4	6.0	5.2	6.1
3rd Post-MD Yr	6.2	5.7	6.3	5.9	6.4	5.9	6.5	6.0
4th Post-MD Yr	5.9	5.6	6.9	5.8	5.9	6.1	5.2	5.8
5th Post-MD Yr	6.0	5.6	7.0	5.7	5.8	6.0	4.5	5.7
6th Post-MD Yr	4.6	5.6	6.4	5.4	5.5	5.7	5.5	5.6

Table 11

University-Owned Hospitals: House Staff Stipends for 1979-80 and 1978-79, by Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1979-80			
1st Post-MD Yr	52	$13,319	$14,318	$14,262	$14,990
2nd Post-MD Yr	52	14,094	15,349	15,209	16,100
3rd Post-MD Yr	52	14,830	16,114	16,077	17,000
4th Post-MD Yr	52	15,601	16,834	16,938	18,008
5th Post-MD Yr	52	16,368	17,692	17,758	18,950
6th Post-MD Yr	47	17,250	19,110	18,755	20,000
		1978-79			
1st Post-MD Yr	52	12,500	13,382	13,411	14,000
2nd Post-MD Yr	52	13,388	14,389	14,337	15,100
3rd Post-MD Yr	52	14,067	15,123	15,166	16,100
4th Post-MD Yr	52	14,759	15,857	15,980	16,980
5th Post-MD Yr	52	15,430	16,594	16,762	18,020
6th Post-MD Yr	47	16,450	17,750	17,704	19,000

Table 12

Major Affiliate: House Staff Stipends for 1979-80 and 1978-79, by Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1979-80			
1st Post-MD Yr	223	$13,968	$14,900	$14,949	$15,787
2nd Post-MD Yr	223	14,914	15,800	15,961	16,683
3rd Post-MD Yr	223	15,730	16,700	16,864	17,600
4th Post-MD Yr	223	16,414	17,498	17,736	18,619
5th Post-MD Yr	216	17,291	18,271	18,603	19,600
6th Post-MD Yr	169	18,035	19,300	19,678	21,304
		1978-79			
1st Post-MD Yr	223	13,100	14,007	14,107	14,851
2nd Post-MD Yr	223	13,912	14,940	15,075	15,794
3rd Post-MD Yr	223	14,669	15,823	15,941	16,600
4th Post-MD Yr	223	15,487	16,681	16,777	17,500
5th Post-MD Yr	216	16,200	17,332	17,599	18,684
6th Post-MD Yr	169	16,904	18,304	18,640	20,025

Table 13

Limited Affiliate: House Staff Stipends for 1979-80 and 1978-79, by Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1979-80			
1st Post-MD Yr	37	$13,350	$14,750	$14,734	15,750
2nd Post-MD Yr	38	14,652	15,849	15,928	16,860
3rd Post-MD Yr	38	15,900	17,075	17,012	18,025
4th Post-MD Yr	38	16,600	17,848	17,971	19,260
5th Post-MD Yr	38	17,300	18,851	18,960	20,520
6th Post-MD Yr	23	18,298	19,820	19,611	20,940
		1978-79			
1st Post-MD Yr	37	12,713	13,882	13,872	14,750
2nd Post-MD Yr	38	13,656	14,959	15,045	15,787
3rd Post-MD Yr	38	14,700	16,043	16,079	16,950
4th Post-MD Yr	38	15,500	17,204	16,996	18,346
5th Post-MD Yr	38	16,300	18,004	17,922	19,620
6th Post-MD Yr	23	17,448	18,525	18,623	19,850

Table 14

A Comparison of Median House Staff Stipends for 1979-80, by Year of Training and Hospital Affiliation

Year of Training	1979-80 Median Stipend, by Affiliation Relationship			
	University-Owned	Major Affiliate	Limited Affiliate	Nationwide
1st Post-MD Yr	$14,318	$14,900	$14,750	$14,775
2nd Post-MD Yr	15,349	15,800	15,849	15,795
3rd Post-MD Yr	16,114	16,700	17,075	16,671
4th Post-MD Yr	16,834	17,498	17,848	17,518
5th Post-MD Yr	17,692	18,271	18,851	18,363
6th Post-MD Yr	19,110	19,300	19,820	19,300
	1979-80 Median Stipend as Per Cent of Nationwide Median Stipend, by Affiliation Relationship			
1st Post-MD Yr	96.9%	100.8%	99.8%	100.0%
2nd Post-MD Yr	97.2	100.0	100.3	100.0
3rd Post-MD Yr	96.7	100.2	102.4	100.0
4th Post-MD Yr	96.1	99.9	101.9	100.0
5th Post-MD Yr	96.3	99.5	102.7	100.0
6th Post-MD Yr	99.0	100.0	102.7	100.0

Table 15

Dollar and Percentage Increases in Average House Staff Stipends, by Affiliation Relationship, for 1979-80 Compared with 1978-79, by Year of Training

	Dollar Increases, by Affiliation Relationship					
	University-Owned		Major Affiliate		Limited Affiliate	
Year of Training	Median	Mean	Median	Mean	Median	Mean
1st Post-MD Yr	$ 936	$ 851	$ 893	$ 842	$ 868	$ 862
2nd Post-MD Yr	960	872	860	886	890	883
3rd Post-MD Yr	991	911	877	923	1,032	933
4th Post-MD Yr	977	958	817	959	644	975
5th Post-MD Yr	1,098	996	939	1,004	846	1,038
6th Post-MD Yr	1,360	1,051	996	1,038	1,295	988
	Percentage Increases, by Affiliation Relationship					
1st Post-MD Yr	7.0%	6.3%	6.4%	6.0%	6.3%	6.2%
2nd Post-MD Yr	6.7	6.1	5.8	5.9	5.9	5.9
3rd Post-MD Yr	6.6	6.0	5.5	5.8	6.4	5.8
4th Post-MD Yr	6.2	6.0	4.9	5.7	3.7	5.7
5th Post-MD Yr	6.6	5.9	5.4	5.7	4.5	5.8
6th Post-MD Yr	7.7	5.9	5.4	5.8	7.0	5.3

Table 16

State-Owned Hospitals: House Staff Stipends for 1979-80 and 1978-79, by Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1979-80			
1st Post-MD Yr	33	$13,160	$13,650	$13,900	$14,469
2nd Post-MD Yr	33	13,941	14,900	14,737	15,485
3rd Post-MD Yr	33	14,688	15,500	15,511	16,169
4th Post-MD Yr	33	15,528	16,050	16,289	17,300
5th Post-MD Yr	33	16,259	16,850	17,049	18,250
6th Post-MD Yr	31	17,000	17,650	17,895	19,110
		1978-79			
1st Post-MD Yr	33	12,204	12,801	13,008	13,500
2nd Post-MD Yr	33	13,000	13,900	13,848	14,500
3rd Post-MD Yr	33	13,700	14,672	14,602	15,200
4th Post-MD Yr	33	14,500	15,265	15,351	16,150
5th Post-MD Yr	33	15,288	16,000	16,102	16,950
6th Post-MD Yr	31	16,000	16,975	16,937	18,032

Table 17

Municipally-Owned Hospitals: House Staff Stipends for 1979-80 and 1978-79, by Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1979-80			
1st Post-MD Yr	29	$13,262	$14,500	$14,455	$15,200
2nd Post-MD Yr	29	14,094	15,475	15,701	16,500
3rd Post-MD Yr	29	14,784	16,175	16,646	17,700
4th Post-MD Yr	29	15,549	16,988	17,579	18,900
5th Post-MD Yr	29	16,295	17,900	18,483	20.010
6th Post-MD Yr	24	17,250	18,300	19,290	20,000
		1978-79			
1st Post-MD Yr	29	12,641	13,650	13,724	14,500
2nd Post-MD Yr	29	13,277	14,670	14,913	15,900
3rd Post-MD Yr	29	13,981	15,270	15,817	17,000
4th Post-MD Yr	29	15,000	15,870	16,715	18,100
5th Post-MD Yr	29	15,600	16,800	17,567	19,250
6th Post-MD Yr	24	16,200	17,304	18,386	20,000

Table 18

Church-Owned Hospitals: House Staff Stipends for 1979-80 and 1978-79, by Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1979-80			
1st Post-MD Yr	33	$14,000	$14,900	$14,969	$15,995
2nd Post-MD Yr	33	14,700	15,853	15,910	16,683
3rd Post-MD Yr	33	15,389	16,755	16,839	17,700
4th Post-MD Yr	33	16,312	17,651	17,620	18,512
5th Post-MD Yr	32	17,200	18,537	18,383	19,167
6th Post-MD Yr	18	19,000	19,575	19,863	20,500
		1978-79			
1st Post-MD Yr	33	12,921	14,299	14,089	14,996
2nd Post-MD Yr	33	13,600	15,092	14,969	15,800
3rd Post-MD Yr	33	14,200	15,800	15,834	16,600
4th Post-MD Yr	33	14,800	16,700	16,560	17,400
5th Post-MD Yr	32	15,350	17,104	17,251	18,200
6th Post-MD Yr	18	17,750	18,525	18,643	19,683

Table 19

Other, Nonprofit Hospitals*: House Staff Stipends for 1979-80 and 1978-79, by Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1979-80			
1st Post-MD Yr	168	$14,300	$15,000	$15,058	$15,750
2nd Post-MD Yr	169	15,200	15,950	16,108	16,735
3rd Post-MD Yr	169	16,050	16,950	17,039	17,600
4th Post-MD Yr	169	16,891	17,825	17,962	18,658
5th Post-MD Yr	163	17,700	18,723	18,895	19,850
6th Post-MD Yr	114	18,690	19,926	20,096	21,438
		1978-79			
1st Post-MD Yr	168	13,450	14,091	14,152	14,750
2nd Post-MD Yr	169	14,331	15,000	15,154	15,750
3rd Post-MD Yr	169	15,091	16,000	16,043	16,600
4th Post-MD Yr	169	15,750	16,800	16,927	17,600
5th Post-MD Yr	163	16,470	17,600	17,806	18,719
6th Post-MD Yr	114	17,723	18,801	18,961	20,036

* Excludes governmental and church-owned hospitals.

Table 20

Veterans Administration Hospitals: House Staff Stipends for 1979-80 and 1978-79, by Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1979-80			
1st Post-MD Yr	56	$13,400	$14,621	$14,699	$15,877
2nd Post-MD Yr	56	14,074	15,463	15,665	16,667
3rd Post-MD Yr	56	15,000	16,308	16,606	17,405
4th Post-MD Yr	56	15,750	17,103	17,426	18,331
5th Post-MD Yr	56	16,500	18,002	18,254	19,138
6th Post-MD Yr	55	17,250	19,170	19,117	20,138
		1978-79			
1st Post-MD Yr	56	12,800	13,772	14,019	14,929
2nd Post-MD Yr	56	13,555	14,801	14,979	15,725
3rd Post-MD Yr	56	14,185	15,800	15,892	16,846
4th Post-MD Yr	56	14,810	16,444	16,682	17,879
5th Post-MD Yr	56	15,527	17,173	17,468	18,584
6th Post-MD Yr	55	16,327	18,032	18,272	19,684

Table 21

A Comparison of Median House Staff Stipends for 1979-80, by Year of Training and Hospital Ownership

Year of Training	1979-80 Median Stipend, by Hospital Ownership					
	State-Owned	Municipally-Owned	Church-Owned	Other, Nonprofit	Veterans Administration	Nationwide
1st Post-MD Yr	$13,650	$14,500	$14,900	$15,000	$14,621	$14,775
2nd Post-MD Yr	14,900	15,475	15,853	15,950	15,463	15,795
3rd Post-MD Yr	15,500	16,175	16,755	16,950	16,308	16,671
4th Post-MD Yr	16,050	16,988	17,651	17,825	17,103	17,518
5th Post-MD Yr	16,850	17,900	18,537	18,723	18,002	18,363
6th Post-MD Yr	17,650	18,300	19,575	19,926	19,170	19,300
	1979-80 Median Stipend as Per Cent of Nationwide Median, by Hospital Ownership					
1st Post-MD Yr	92.4%	98.1%	100.8%	101.5%	99.0%	100.0%
2nd Post-MD Yr	94.3	98.0	100.4	101.0	97.9	100.0
3rd Post-MD Yr	93.0	97.0	100.5	101.7	97.8	100.0
4th Post-MD Yr	91.6	97.0	100.8	101.8	97.6	100.0
5th Post-MD Yr	91.8	97.5	100.9	102.0	98.0	100.0
6th Post-MD Yr	91.5	94.8	101.4	103.2	99.3	100.0

Table 22

Dollar and Percentage Increases in Average House Staff Stipends, by Hospital Ownership, for 1979-80 Compared with 1978-79, by Year of Training

Year of Training	State-Owned		Municipally-Owned		Church-Owned		Other, Nonprofit		Veterans Administration	
	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean
Dollar Increases, by Hospital Ownership										
1st Post-MD Yr	$ 849	$892	$ 850	$731	$ 601	$ 880	$ 909	$ 906	$ 849	$680
2nd Post-MD Yr	1,000	889	805	788	761	941	950	954	662	686
3rd Post-MD Yr	828	909	905	829	955	1,005	950	996	508	714
4th Post-MD Yr	785	938	1,118	864	951	1,060	1,025	1,035	659	744
5th Post-MD Yr	850	947	1,100	916	1,433	1,132	1,123	1,089	829	786
6th Post-MD Yr	675	958	996	904	1,050	1,220	1,125	1,135	1,138	845
Percentage Increases, by Hospital Ownership										
1st Post-MD Yr	6.6%	6.9%	6.2%	5.3%	4.2%	6.2%	6.5%	6.4%	6.2%	4.9%
2nd Post-MD Yr	7.2	6.4	5.5	5.3	5.0	6.3	6.3	5.9	4.5	4.6
3rd Post-MD Yr	5.6	6.2	5.9	5.2	6.0	6.3	5.9	6.2	3.2	4.5
4th Post-MD Yr	5.1	6.1	7.0	5.2	5.7	6.4	6.1	6.1	4.0	4.5
5th Post-MD Yr	5.3	5.9	6.5	5.2	8.4	6.6	6.4	6.1	4.8	4.5
6th Post-MD Yr	4.0	5.7	5.8	4.9	5.7	6.5	6.0	6.0	6.3	4.6

Table 23

Hospitals of 385 or Fewer Beds: House Staff Stipends for 1979-80 and 1978-79, by Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1979-80			
1st Post-MD Yr	77	$13,968	$14,775	$14,765	$15,450
2nd Post-MD Yr	78	15,000	15,795	15,858	16,641
3rd Post-MD Yr	78	15,900	16,800	16,812	17,500
4th Post-MD Yr	78	16,600	17,720	17,770	18,695
5th Post-MD Yr	72	17,300	18,501	18,640	20,000
6th Post-MD Yr	57	17,848	19,336	19,563	21,200
		1978-79			
1st Post-MD Yr	77	13,100	13,915	13,894	14,700
2nd Post-MD Yr	78	14,200	14,763	14,954	15,751
3rd Post-MD Yr	78	15,000	15,766	15,866	16,500
4th Post-MD Yr	78	15,631	16,715	16,795	17,646
5th Post-MD Yr	72	16,200	17,527	17,616	18,719
6th Post-MD Yr	57	16,855	18,406	18,507	19,886

Table 24

Hospitals with 386-512 Beds: House Staff Stipends for 1979-80 and 1978-79, by Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1979-80			
1st Post-MD Yr	77	$13,319	$14,500	$14,408	$15,335
2nd Post-MD Yr	77	14,074	15,423	15,297	16,299
3rd Post-MD Yr	77	14,820	16,112	16,102	17,100
4th Post-MD Yr	77	15,693	17,000	16,969	18,000
5th Post-MD Yr	76	16,368	18,001	17,854	18,800
6th Post-MD Yr	56	17,470	18,903	18,831	19,945
		1978-79			
1st Post-MD Yr	77	12,500	13,564	13,585	14,505
2nd Post-MD Yr	77	13,202	14,543	14,458	15,564
3rd Post-MD Yr	77	13,927	15,290	15,229	16,219
4th Post-MD Yr	77	14,727	16,131	16,048	16,993
5th Post-MD Yr	76	15,450	16,950	16,895	18,000
6th Post-MD Yr	56	16,327	18,000	17,795	18,974

Table 25

Hospitals with 513-695 Beds: House Staff Stipends for 1979-80 and 1978-79, by Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1979-80			
1st Post-MD Yr	87	$13,754	$14,741	$14,878	$15,570
2nd Post-MD Yr	87	14,820	15,800	15,929	16,600
3rd Post-MD Yr	87	15,594	16,745	16,881	17,500
4th Post-MD Yr	87	16,384	17,700	17,753	18,619
5th Post-MD Yr	87	17,291	18,450	18,652	19,700
6th Post-MD Yr	64	18,000	19,396	19,525	21,027
		1978-79			
1st Post-MD Yr	87	13,000	13,893	14,029	14,598
2nd Post-MD Yr	87	13,850	15,000	15,027	15,745
3rd Post-MD Yr	87	14,590	15,950	15,932	16,500
4th Post-MD Yr	87	15,389	16,660	16,763	17,401
5th Post-MD Yr	87	16,214	17,460	17,609	18,500
6th Post-MD Yr	64	16,904	18,252	18,467	19,850

Table 26

Hospitals with 696 or More Beds: House Staff Stipends for 1979-80 and 1978-79, by Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1979-80			
1st Post-MD Yr	78	$14,400	$15,001	$15,180	$15,967
2nd Post-MD Yr	78	15,175	15,900	16,225	16,906
3rd Post-MD Yr	78	15,916	16,750	17,178	18,000
4th Post-MD Yr	78	16,600	17,650	17,989	18,900
5th Post-MD Yr	78	17,339	18,491	18,811	19,795
6th Post-MD Yr	65	18,087	19,499	19,976	21,304
		1978-79			
1st Post-MD Yr	78	13,411	14,302	14,337	15,000
2nd Post-MD Yr	78	14,110	15,200	15,337	15,925
3rd Post-MD Yr	78	14,808	15,901	16,257	17,000
4th Post-MD Yr	78	15,500	16,758	17,033	18,000
5th Post-MD Yr	78	16,000	17,600	17,812	19,250
6th Post-MD Yr	65	17,061	18,500	19,000	20,400

Table 27

A Comparison of Median House Staff Stipends for 1979-80, by Year of Training and Hospital Bed Size

Year of Training	385 or Fewer	386-512	513-695	696 or More	Nationwide
	1979-80 Median Stipend, by Hospital Bed Size				
1st Post-MD Yr	$14,775	$14,500	$14,741	$15,001	$14,775
2nd Post-MD Yr	15,795	15,423	15,800	15,900	15,795
3rd Post-MD Yr	16,800	16,112	16,745	16,750	16,671
4th Post-MD Yr	17,720	17,000	17,700	17,650	17,518
5th Post-MD Yr	18,501	18,001	18,450	18,491	18,383
6th Post-MD Yr	19,336	18,903	19,396	19,499	19,300
	1979-80 Median Stipend as Per Cent of Nationwide Median, by Hospital Bed Size				
1st Post-MD Yr	100.0%	98.1%	99.8%	101.5%	100.0%
2nd Post-MD Yr	100.0	97.6	100.0	100.7	100.0
3rd Post-MD Yr	100.8	96.6	100.4	100.5	100.0
4th Post-MD Yr	101.2	97.0	101.0	100.8	100.0
5th Post-MD Yr	100.6	97.9	100.4	100.6	100.0
6th Post-MD Yr	100.2	97.9	100.5	101.0	100.0

Table 28

Dollar and Percentage Increases in House Staff Stipends, by Hospital Bed Size, for 1979-80 Compared with 1978-79, by Year of Training

Year of Training	385 or Fewer		386-512		513-695		696 or More	
	Median	Mean	Median	Mean	Median	Mean	Median	Mean
	Dollar Increases, by Hospital Bed Size							
1st Post-MD Yr	$ 860	$ 871	$ 939	$ 823	$ 848	$ 849	$699	$843
2nd Post-MD Yr	1,032	904	880	839	800	902	700	888
3rd Post-MD Yr	1,034	946	822	873	795	949	849	921
4th Post-MD Yr	1,005	975	869	921	1,040	990	892	956
5th Post-MD Yr	974	1,024	1,051	959	990	1,043	891	999
6th Post-MD Yr	930	1,056	903	1,036	1,144	1,058	999	976
	Percentage Increases, by Hospital Bed Size							
1st Post-MD Yr	6.2%	6.3%	6.9%	6.1%	6.1%	6.1%	4.9%	5.9%
2nd Post-MD Yr	7.0	6.0	6.1	5.8	5.3	6.0	4.6	5.8
3rd Post-MD Yr	6.6	6.0	5.4	5.7	5.0	6.0	5.3	5.7
4th Post-MD Yr	6.0	5.8	5.4	5.7	6.2	5.9	5.3	5.6
5th Post-MD Yr	5.6	5.8	6.2	5.7	5.7	5.9	5.1	5.6
6th Post-MD Yr	5.1	5.7	5.0	5.8	6.3	5.7	5.4	5.1

Table 29

Baltimore, Maryland: House Staff Stipends for 1979-80 and 1978-79, by Year of Training

Year of Training	Mean	Lowest	Highest	Hospitals
		1979-80		
1st Post-MD Yr	$14,892	$14,622	$15,840	7
2nd Post-MD Yr	15,731	15,449	17,230	7
3rd Post-MD Yr	16,523	16,175	13,190	7
4th Post-MD Yr	17,355	16,875	19,430	7
5th Post-MD Yr	18,227	17,575	20,670	7
6th Post-MD Yr	19,092	18,275	21,910	5
		1978-79		
1st Post-MD Yr	13,976	13,650	14,800	7
2nd Post-MD Yr	14,760	14,385	16,100	7
3rd Post-MD Yr	15,542	15,120	17,000	7
4th Post-MD Yr	16,362	15,855	18,160	7
5th Post-MD Yr	17,214	16,590	19,320	7
6th Post-MD Yr	18,050	17,325	20,480	5

Table 30

Boston, Massachusetts: House Staff Stipends for 1979-80 and 1978-79, by Year of Training

Year of Training	Mean	Lowest	Highest	Hospitals
		1979-80		
1st Post-MD Yr	$15,960	$13,400	$17,270	15
2nd Post-MD Yr	16,802	14,300	18,120	15
3rd Post-MD Yr	17,617	15,100	18,968	15
4th Post-MD Yr	18,663	16,300	19,818	15
5th Post-MD Yr	19,949	17,300	21,200	12
6th Post-MD Yr	21,644	19,000	22,800	10
		1978-79		
1st Post-MD Yr	14,884	13,069	16,292	15
2nd Post-MD Yr	15,708	14,181	17,093	15
3rd Post-MD Yr	16,456	15,091	17,894	15
4th Post-MD Yr	17,600	16,131	18,696	15
5th Post-MD Yr	18,842	17,000	20,050	12
6th Post-MD Yr	20,325	17,700	21,850	10

Table 31

Chicago, Illinois: House Staff Stipends for 1979-80 and 1978-79, by Year of Training

Year of Training	Mean	Lowest	Highest	Hospitals
		1979-80		
1st Post-MD Yr	$15,859	$15,025	$16,576	11
2nd Post-MD Yr	16,739	15,900	17,946	11
3rd Post-MD Yr	17,576	16,750	18,952	11
4th Post-MD Yr	18,546	17,944	20,182	11
5th Post-MD Yr	19,460	18,600	21,524	11
6th Post-MD Yr	20,316	19,300	22,277	10
		1978-79		
1st Post-MD Yr	14,881	14,175	15,712	11
2nd Post-MD Yr	15,695	14,964	17,010	11
3rd Post-MD Yr	16,484	15,626	17,964	11
4th Post-MD Yr	17,370	16,287	19,130	11
5th Post-MD Yr	18,231	16,949	20,402	11
6th Post-MD Yr	19,222	18,000	21,116	10

Table 32

Cleveland, Ohio: House Staff Stipends for 1979-80 and 1978-79, by Year of Training

Year of Training	Mean	Lowest	Highest	Hospitals
		1979-80		
1st Post-MD Yr	$15,436	$15,300	$15,967	6
2nd Post-MD Yr	16,103	15,950	16,667	6
3rd Post-MD Yr	16,770	16,450	17,367	6
4th Post-MD Yr	17,445	16,950	18,067	6
5th Post-MD Yr	18,195	17,950	18,767	6
6th Post-MD Yr	18,870	18,450	19,467	6
		1978-79		
1st Post-MD Yr	14,645	14,500	15,167	6
2nd Post-MD Yr	15,311	15,200	15,867	6
3rd Post-MD Yr	15,977	15,700	16,567	6
4th Post-MD Yr	16,645	16,200	17,267	6
5th Post-MD Yr	17,395	17,200	17,967	6
6th Post-MD Yr	18,061	17,700	18,667	6

Table 33

Dallas, Texas: House Staff Stipends for 1979-80 and 1978-79, by Year of Training

Year of Training	Mean	Lowest	Highest	Hospitals
		1979-80		
1st Post-MD Yr	$13,192	$13,021	$13,250	4
2nd Post-MD Yr	13,911	13,749	14,004	4
3rd Post-MD Yr	14,647	14,498	14,784	4
4th Post-MD Yr	15,308	15,158	15,444	4
5th Post-MD Yr	16,008	15,766	16,236	4
6th Post-MD Yr	*	*	*	*
		1978-79		
1st Post-MD Yr	12,417	12,384	12,500	4
2nd Post-MD Yr	13,097	13,090	13,104	4
3rd Post-MD Yr	13,783	13,700	13,812	4
4th Post-MD Yr	14,408	14,300	14,456	4
5th Post-MD Yr	15,062	14,900	15,168	4
6th Post-MD Yr	*	*	*	*

* Fewer than four hospitals responded.

Table 34

Detroit, Michigan: House Staff Stipends for 1979-80 and 1978-79, by Year of Training

Year of Training	Mean	Lowest	Highest	Hospitals
		1979-80		
1st Post-MD Yr	$15,238	$14,945	$15,750	7
2nd Post-MD Yr	16,057	15,800	16,600	7
3rd Post-MD Yr	16,787	16,500	17,450	7
4th Post-MD Yr	17,598	17,200	18,300	7
5th Post-MD Yr	18,360	17,900	19,150	7
6th Post-MD Yr	19,116	18,600	19,950	7
		1978-79		
1st Post-MD Yr	14,257	13,967	15,000	7
2nd Post-MD Yr	14,992	14,670	15,800	7
3rd Post-MD Yr	15,644	15,270	16,600	7
4th Post-MD Yr	16,373	15,870	17,400	7
5th Post-MD Yr	17,055	16,470	18,200	7
6th Post-MD Yr	17,737	17,070	19,000	7

Table 35

Hartford, Connecticut: House Staff Stipends for 1979-80 and 1978-79, by Year of Training

Year of Training	Mean	Lowest	Highest	Hospitals
		1979-80		
1st Post-MD Yr	$14,321	$14,200	$14,480	5
2nd Post-MD Yr	15,196	15,050	15,330	5
3rd Post-MD Yr	16,036	15,900	16,180	5
4th Post-MD Yr	16,956	16,800	17,080	5
5th Post-MD Yr	17,776	17,600	17,900	5
6th Post-MD Yr	18,656	18,400	18,800	5
		1978-79		
1st Post-MD Yr	13,580	13,300	14,300	5
2nd Post-MD Yr	14,451	14,200	15,200	5
3rd Post-MD Yr	15,276	15,050	15,950	5
4th Post-MD Yr	16,155	15,900	16,900	5
5th Post-MD Yr	16,855	16,200	17,650	5
6th Post-MD Yr	17,815	17,500	18,600	5

Table 36

Indianapolis, Indiana: House Staff Stipends for 1979-80 and 1978-79, by Year of Training

Year of Training	Mean	Lowest	Highest	Hospitals
		1979-80		
1st Post-MD Yr	$13,806	$13,500	$14,725	4
2nd Post-MD Yr	14,613	14,250	15,700	4
3rd Post-MD Yr	15,381	15,000	16,525	4
4th Post-MD Yr	16,158	15,750	17,380	4
5th Post-MD Yr	16,950	16,500	18,300	4
6th Post-MD Yr	17,688	17,250	19,000	4
		1978-79		
1st Post-MD Yr	13,038	12,800	13,750	4
2nd Post-MD Yr	13,794	13,500	14,675	4
3rd Post-MD Yr	14,550	14,250	15,450	4
4th Post-MD Yr	15,313	15,000	16,250	4
5th Post-MD Yr	16,088	15,750	17,100	4
6th Post-MD Yr	16,825	16,500	17,800	4

Table 37

Los Angeles, California: House Staff Stipends for 1979-80 and 1978-79, by Year of Training

Year of Training	Mean	Lowest	Highest	Hospitals
		1979-80		
1st Post-MD Yr	$14,618	$13,128	$15,787	5
2nd Post-MD Yr	17,245	14,652	19,681	5
3rd Post-MD Yr	18,736	16,020	21,331	5
4th Post-MD Yr	20,016	17,352	22,982	5
5th Post-MD Yr	21,227	18,600	24,595	5
6th Post-MD Yr	22,537	19,752	26,258	5
		1978-79		
1st Post-MD Yr	13,536	10,800	15,036	5
2nd Post-MD Yr	16,314	13,656	18,744	5
3rd Post-MD Yr	17,693	14,784	20,316	5
4th Post-MD Yr	18,882	15,936	21,888	5
5th Post-MD Yr	20,059	17,052	23,424	5
6th Post-MD Yr	21,278	18,216	25,008	5

Table 38

Nashville, Tennessee: House Staff Stipends for 1979-80 and 1978-79, by Year of Training

Year of Training	Mean	Lowest	Highest	Hospitals
		1979-80		
1st Post-MD Yr	$12,087	$10,995	$12,451	4
2nd Post-MD Yr	12,770	11,391	13,229	4
3rd Post-MD Yr	13,533	12,106	14,008	4
4th Post-MD Yr	14,490	12,818	15,567	4
5th Post-MD Yr	15,251	13,531	16,340	4
6th Post-MD Yr	*	*	*	*
		1978-79		
1st Post-MD Yr	11,415	10,422	11,746	4
2nd Post-MD Yr	12,059	10,797	12,480	4
3rd Post-MD Yr	12,780	11,475	13,215	4
4th Post-MD Yr	13,684	12,150	14,686	4
5th Post-MD Yr	14,403	12,826	15,415	4
6th Post-MD Yr	*	*	*	*

* Fewer than four hospitals responded.

Table 39

New York City, New York: House Staff Stipends for 1979-80 and 1978-79, by Year of Training

Year of Training	Mean	Lowest	Highest	Hospitals
		1979-80		
1st Post-MD Yr	$17,595	$14,505	$20,526	27
2nd Post-MD Yr	19,071	15,564	22,116	28
3rd Post-MD Yr	20,566	16,219	23,229	28
4th Post-MD Yr	21,386	16,891	24,340	28
5th Post-MD Yr	22,146	17,547	25,455	28
6th Post-MD Yr	22,803	18,208	26,588	25
		1978-79		
1st Post-MD Yr	16,723	14,505	19,240	27
2nd Post-MD Yr	18,119	15,564	20,719	28
3rd Post-MD Yr	19,557	16,219	22,031	28
4th Post-MD Yr	20,336	16,891	22,788	28
5th Post-MD Yr	21,059	17,547	23,825	28
6th Post-MD Yr	21,694	18,208	24,880	25

Table 40

Philadelphia, Pennsylvania: House Staff Stipends for 1979-80 and 1978-79, by Year of Training

Year of Training	Mean	Lowest	Highest	Hospitals
		1979-80		
1st Post-MD Yr	$14,950	$14,100	$15,548	17
2nd Post-MD Yr	15,996	14,700	16,855	17
3rd Post-MD Yr	16,885	15,300	17,937	17
4th Post-MD Yr	17,773	16,000	19,116	17
5th Post-MD Yr	18,637	16,600	20,072	16
6th Post-MD Yr	19,871	19,137	21,200	11
		1978-79		
1st Post-MD Yr	14,020	12,700	14,700	17
2nd Post-MD Yr	15,055	13,400	16,050	17
3rd Post-MD Yr	15,888	14,100	16,950	17
4th Post-MD Yr	16,729	14,800	17,950	17
5th Post-MD Yr	17,420	15,200	18,847	16
6th Post-MD Yr	18,694	17,700	19,850	11

Table 41

Pittsburgh, Pennsylvania: House Staff Stipends for 1979-80 and 1978-79, by Year of Training

Year of Training	Mean	Lowest	Highest	Hospitals
		1979-80		
1st Post-MD Yr	$14,836	$14,679	$15,300	9
2nd Post-MD Yr	15,924	15,795	16,400	9
3rd Post-MD Yr	17,240	17,100	17,500	9
4th Post-MD Yr	18,562	18,300	18,619	9
5th Post-MD Yr	19,899	19,500	20,029	8
6th Post-MD Yr	21,218	20,500	21,438	8
		1978-79		
1st Post-MD Yr	13,868	13,718	14,300	9
2nd Post-MD Yr	14,891	14,762	15,350	9
3rd Post-MD Yr	16,135	16,078	16,400	9
4th Post-MD Yr	17,390	17,300	17,450	9
5th Post-MD Yr	18,624	18,400	18,719	8
6th Post-MD Yr	19,873	19,400	20,036	8

Table 42

Providence, Rhode Island: House Staff Stipends for 1979-80 and 1978-79, by Year of Training

Year of Training	Mean	Lowest	Highest	Hospitals
		1979-80		
1st Post-MD Yr	$15,198	$15,075	$15,690	5
2nd Post-MD Yr	15,962	15,840	16,450	5
3rd Post-MD Yr	16,793	16,670	17,287	5
4th Post-MD Yr	17,842	17,720	18,331	5
5th Post-MD Yr	19,054	18,930	19,548	5
6th Post-MD Yr	20,424	20,300	20,918	5
		1978-79		
1st Post-MD Yr	14,362	14,220	14,929	5
2nd Post-MD Yr	15,082	14,940	15,649	5
3rd Post-MD Yr	15,867	15,725	16,433	5
4th Post-MD Yr	16,859	16,715	17,433	5
5th Post-MD Yr	18,005	17,860	18,587	5
6th Post-MD Yr	19,297	19,150	19,886	5

Table 43

Rochester, New York: House Staff Stipends for 1979-80 and 1978-79, by Year of Training

Year of Training	Mean	Lowest	Highest	Hospitals
		1979-80		
1st Post-MD Yr	$14,500	$14,500	$14,500	5
2nd Post-MD Yr	15,200	15,200	15,200	5
3rd Post-MD Yr	15,900	15,900	15,900	5
4th Post-MD Yr	16,600	16,600	16,600	5
5th Post-MD Yr	17,300	17,300	17,300	5
6th Post-MD Yr	*	*	*	*
		1978-79		
1st Post-MD Yr	13,500	13,500	13,500	5
2nd Post-MD Yr	14,200	14,200	14,200	5
3rd Post-MD Yr	14,900	14,900	14,900	5
4th Post-MD Yr	15,600	15,600	15,600	5
5th Post-MD Yr	16,300	16,300	16,300	5
6th Post-MD Yr	*	*	*	*

* Fewer than four hospitals responded.

Table 44

San Francisco, California: House Staff Stipends for 1979-80 and 1978-79, by Year of Training

Year of Training	Mean	Lowest	Highest	Hospitals
		1979-80		
1st Post-MD Yr	$14,783	$14,000	$15,980	6
2nd Post-MD Yr	16,450	15,729	17,680	6
3rd Post-MD Yr	17,786	16,933	19,280	6
4th Post-MD Yr	19,000	18,100	20,580	6
5th Post-MD Yr	20,176	19,200	21,730	6
6th Post-MD Yr	21,217	20,000	22,880	4
		1978-79		
1st Post-MD Yr	13,826	13,100	14,920	6
2nd Post-MD Yr	15,401	14,700	16,520	6
3rd Post-MD Yr	16,692	15,825	18,020	6
4th Post-MD Yr	17,835	16,900	19,220	6
5th Post-MD Yr	18,958	18,000	20,320	6
6th Post-MD Yr	19,946	18,865	21,420	4

Table 45

St. Louis, Missouri: House Staff Stipends for 1979-80 and 1978-79, by Year of Training

Year of Training	Mean	Lowest	Highest	Hospitals
		1979-80		
1st Post-MD Yr	$14,265	$11,655	$15,000	5
2nd Post-MD Yr	15,071	12,965	15,630	5
3rd Post-MD Yr	15,617	13,393	16,230	5
4th Post-MD Yr	16,172	13,872	16,830	5
5th Post-MD Yr	16,770	14,561	17,430	5
6th Post-MD Yr	17,286	14,796	18,065	5
		1978-79		
1st Post-MD Yr	13,369	11,100	14,000	5
2nd Post-MD Yr	14,136	12,348	14,610	5
3rd Post-MD Yr	14,653	12,756	15,170	5
4th Post-MD Yr	15,180	13,212	15,730	5
5th Post-MD Yr	15,708	13,668	16,290	5
6th Post-MD Yr	16,230	14,088	16,855	5

Table 46

Washington, D.C.: House Staff Stipends for 1979-80 and 1978-79, by Year of Training

Year of Training	Mean	Lowest	Highest	Hospitals
		1979-80		
1st Post-MD Yr	$15,205	$14,310	$16,895	5
2nd Post-MD Yr	16,600	15,900	17,985	5
3rd Post-MD Yr	17,528	16,695	19,075	5
4th Post-MD Yr	18,431	17,517	20,100	5
5th Post-MD Yr	18,874	18,826	20,295	4
6th Post-MD Yr	*	*	*	*
		1978-79		
1st Post-MD Yr	14,543	13,722	15,880	5
2nd Post-MD Yr	15,876	15,227	17,001	5
3rd Post-MD Yr	16,769	16,024	18,088	5
4th Post-MD Yr	17,645	16,755	19,209	5
5th Post-MD Yr	18,266	17,507	20,295	4
6th Post-MD Yr	*	*	*	*

* Fewer than four hospitals responded.

Table 47

Percentage of Hospitals Providing
Stipend Differential to Chief Resident

	Number of Hospitals	Medicine	Surgery	Pediatrics	Ob-Gyn
Nationwide	327	59%	40%	33%	28%
Georgraphic Region					
Northeastern	138	58	44	37	34
Southern	62	58	37	25	21
Midwestern	83	59	27	25	24
Western	44	64	52	31	29
Affiliation Relationship					
University-Owned	51	55	37	43	37
Major Affiliate	231	61	42	29	26
Limited Affiliate	37	51	31	19	29
Hospital Ownership					
State-Owned	33	63	39	45	39
Municipally-Owned	30	40	30	27	32
Church-Owned	33	48	27	18	32
Other, Nonprofit	163	54	40	36	32
Veterans Administration	68	82	49	*	*
Hospital Bed Size					
385 or fewer	77	52	39	32	23
386 - 512	74	62	38	23	29
513 - 695	92	58	40	32	29
696 or more	84	64	43	36	32

* Position not in Veterans Administration Hospitals.

Table 48

Average Stipend Differential
Provided to Chief Resident*

	Medicine		Surgery		Pediatrics		Ob-Gyn	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Nationwide	$1,547	$1,200	$1,425	$1,200	$1,307	$1,000	$ 990	$ 980
Geographic Region								
Northeastern	1,270	1,157	1,251	1,403	1,205	1,025	1,063	1,006
Southern	1,538	1,188	1,049	608	1,085	1,000	893	700
Midwestern	1,724	1,196	1,169	1,200	1,535	1,200	1,013	1,178
Western	2,195	1,198	2,548	1,007	1,644	960	764	613
Affiliation Relationship								
University-Owned	1,676	1,013	1,369	621	1,096	604	815	620
Major Affiliate	1,565	1,200	1,512	1,200	1,391	1,200	1,064	1,008
Limited Affiliate	1,284	1,000	921	628	1,223	1,238	859	638
Hospital Ownership								
State-Owned	1,983	1,019	1,978	983	1,181	602	753	617
Municipally-Owned	1,305	1,200	1,111	1,187	1,123	1,189	1,050	774
Church-Owned	1,308	1,003	1,022	1,038	1,295	1,219	967	1,000
Other, Nonprofit	1,240	1,002	1,229	1,199	1,378	1,194	1,030	1,003
Veterans Administration	2,063	1,498	1,787	1,200	**	**	**	**
Hospital Bed Size								
385 or fewer	1,376	1,010	1,292	997	1,594	1,007	909	876
386 - 512	1,774	1,192	1,636	1,101	1,381	1,000	927	667
513 - 695	1,171	1,001	1,024	1,001	1,098	1,001	1,011	1,000
696 or more	1,929	1,488	1,775	1,487	1,216	1,200	1,082	1,142

* Excludes hospital not providing a differential.

** Position not in Veterans Administration Hospitals.

CHAPTER TWO

HOUSE STAFF BENEFITS

HEALTH BENEFITS (Tables 49-54)

The percentages of hospitals offering selected health care benefits to their house staffs and dependents are presented in Table 49. Tables 50 through 53 display this information by geographic region, affiliation relationship, hospital ownership, and hospital bed size. Table 54 reports the percentages of hospitals contributing the full cost, part of the cost, or none of the cost of the health insurance premium.

Hospitalization

Hospitalization is the most frequently provided health benefit to house staff. In the aggregate, 83 percent of the responding hospitals offer hospitalization to both house staff and their dependents, while 13 percent provide this benefit for the house staff but not their dependents. Thus, only four percent of the hospitals provide the house staff with no hospitalization at all.

Major Medical

House staff and their dependents receive major medical insurance as a benefit almost as frequently as hospitalization. Seventy-eight percent of the hospitals provide major medical to house staff and dependents; 13 percent offer the benefit to the house staff only; and nine percent do not provide the benefit at all. Provision of this coverage is most prevalent in the Northeast, in limited affiliates, in private hospitals, and in hospitals in the 386-512 bed size group.

Dental Services

Benefits for dental care are available in about one-third of the responding hospitals for house staff or house staff and their dependents. Variation in the prevalence of this benefit is most pronounced in the regional and hospital ownership data. Forty-four percent of the Northeastern hospitals offer dental insurance to house staff and dependents while only eight percent do so in the South. Among the hospital ownership groups, church-owned hospitals most frequently cover dental care while municipal hospitals are least likely to provide dental care benefits.

Drug Prescriptions

Approximately one-half of the responding hospitals cover drug prescriptions for both house staff and dependents. There are only small differences in the percentages of hospitals offering this benefit by the various hospital classifications. However, Northeastern hospitals and hospitals in the other, nonprofit category provide drug prescriptions as a benefit more often than the other categories of hospitals. Approximately one-third of the responding institutions do not provide any coverage for drug prescriptions.

Hospital Employee Health Service

Hospitals often provide on-site health services at no charge to their employees. House staff and their dependents receive such services in 27 percent of all hospitals, and house staff but not dependents are covered in 46 percent of the institutions. Employee health services for house staff are most often provided in the Northeast and at hospitals classified as other, nonprofit.

Hospital Contribution to Health Insurance Premium

Another way to assess health care benefits provided to house staff is to examine the amount of the health insurance premium paid by the hospital. Table 54 indicates that 72 percent of the hospitals nationwide pay the full cost of the premium for house staff, while 56 percent pay the full cost for dependents. Differences by hospital classification are most marked for the regional and hospital ownership data. The South ranks lowest among the regions with 58 and 25 percent of the hospitals contributing the full cost of the premium for house staff and dependents respectively. The Northeast is the highest by this criterion with 80 and 68 percent figures for house staff and dependents. The most striking data for hospital ownership is that Veterans Administration hospitals are dramatically below all others with only 18 percent of the house staff and 11 percent of their dependents receiving health insurance at no cost.

NON-HEALTH BENEFITS (Tables 55-59)

Tables 55 through 59 present data on five non-health benefits for second year house staff: life insurance, malpractice insurance, disability, parking, and housing. Nationwide figures (Table 55) are provided first followed by data by geographic region (Table 56), by affiliation relationship (Table 57), by hospital ownership (Table 58), and by hospital bed size (Table 59). For each benefit, the percentage of hospitals paying the full cost, part of the cost, or none of the cost is given. Data on the number of weeks of annual vacation provided to house staff appear in Tables 60 and 61.

Life Insurance

A majority (61 percent) of the responding hospital reported that life insurance is provided at no cost to second year house staff. Hospital groups with the highest percentages of institutions paying the full cost of life insurance are the nonprofit group (80 percent), limited affiliates (77 percent), and Northeastern hospitals (75 percent). The lowest percentage was reported by Veterans Administration hospitals (16 percent).

Malpractice Insurance

Ninety-six percent of all responding hospitals cover the full cost of malpractice insurance premiums for house staff. No hospitals indicated that they share the cost of malpractice insurance with the house staff. Only nationwide figures for this benefit are reported because only 15 of the 344 responding hospitals do not pay the cost of malpractice insurance for house staff.

Disability Insurance

Disability insurance is a benefit for house staff at no cost or partial cost in 64 percent of the responding hospitals. The full cost of disability is paid for house staff in 64 percent of the Northeastern respondents, the highest of all groups. Differences in the provision of disability coverage are evident between public and private hospitals. The public hospital groups -- state-owned, municipally-owned, and Veterans Administration -- all have relatively fewer hospitals providing disability coverage than do those in private hospital groups -- church-owned and other, nonprofit.

Parking

House staff in most responding hospitals (84 percent) receive parking privileges at no charge or at a reduced rate. Free parking privileges are most common among Midwest hospitals, limited affiliates, church-owned hospitals, and hospitals in the 386-512 bed size group. Patterns among the hospital groups for other benefits do not always hold for parking, perhaps because the local parking conditions are the most important determinant of whether the benefit is offered.

Housing

In the past, the term "resident" carried the connotation that the physician in training lived in or next to the hospital, often at no personal cost. Today, very few hospitals provide housing for the house staff. The data reveal that only 12 of the responding hospitals (four percent) offer free housing to members of the house staff. Another 21 percent do provide some type of housing at a reduced rate, but three-fourths offer no financial assistance for housing at all. All hospital groupings had less than 10 percent of the hospitals reporting free housing as a benefit, although partial assistance is provided by almost a third of the hospitals in several of the classification groups.

Annual Vacation

Information on annual vacation provided was obtained for both first and second year house staff. Table 60 shows that in the aggregate, 52 percent of the respondents permit two weeks vacation for first year house staff; 32 percent allow three weeks; and 16 percent provide four weeks. Second

year house staff have more liberal annual leave. Only 24 percent of the hospitals limit vacation in the second year to two weeks, while 53 percent offer three weeks, and 23 percent provide four weeks. Hospitals in the South are the most stringent with only 28 percent and 55 percent of the hospitals providing more than two weeks to first and second year house staff respectively. At the other end of the scale, hospitals in the Northeast provide 58 percent of the first year and 83 percent of the second year house staff with more than two weeks of annual vacation.

Table 49

Health Benefits Provided to
House Staff and Dependents, Nationwide

Benefit	Benefit for	Number of Hospitals	Percentage
Hospitalization	House Staff and Dependents	281	83%
	House Staff Only	43	13
	Not Provided	13	4
	TOTAL	337	100%
Major Medical	House Staff and Dependents	262	78%
	House Staff Only	44	13
	Not Provided	30	9
	TOTAL	336	100%
Dental	House Staff and Dependents	94	28%
	House Staff Only	25	7
	Not Provided	218	65
	TOTAL	337	100%
Drug Prescriptions	House Staff and Dependents	179	53%
	House Staff Only	32	10
	Not Provided	125	37
	TOTAL	336	100%
Hospital Health Employee Services	House Staff and Dependents	92	27%
	House Staff Only	154	46
	Not Provided	90	27
	TOTAL	336	100%

Table 50

Health Benefits Provided to
House Staff and Dependents, By Geographic Region

Benefit	Benefit for	Geographic Region: Northeastern (N=143)	Southern (N=61)	Mid-western (N=89)	Western (N=44)	Nationwide (N=337)
Hospitalization	House Staff and Dependents	88%	64%	89%	84%	83%
	House Staff Only	8	25	10	16	13
	Not Provided	4	11	1	0	4
	TOTAL	100%	100%	100%	100%	100%
Major Medical	House Staff and Dependents	86%	61%	76%	80%	78%
	House Staff Only	11	21	10	16	13
	Not Provided	4	18	13	5	9
	TOTAL	100%	100%	100%	100%	100%
Dental	House Staff and Dependents	44%	8%	18%	22%	28%
	House Staff Only	9	3	2	18	7
	Not Provided	47	89	79	60	65
	TOTAL	100%	100%	100%	100%	100%
Drug Prescriptions	House Staff and Dependents	62%	32%	54%	53%	53%
	House Staff Only	8	12	8	16	10
	Not Provided	30	56	38	31	37
	TOTAL	100%	100%	100%	100%	100%
Hospital Employee Health Service	House Staff and Dependents	33%	17%	28%	22%	27%
	House Staff Only	55	35	44	36	46
	Not Provided	12	48	28	42	27
	TOTAL	100%	100%	100%	100%	100%

Table 51

Health Benefits Provided to
House Staff and Dependents, by Affiliation Relationship

Benefit	Benefit for	Affiliation Relationship: University-Owned (N=53)	Major Affiliate (N=238)	Limited Affiliate (N=38)	Nationwide (N=337)*
Hospitalization	House Staff and Dependents	85%	82%	89%	83%
	House Staff Only	15	13	8	13
	Not Provided	0	5	3	4
	TOTAL	100%	100%	100%	100%
Major Medical	House Staff and Dependents	83%	76%	84%	78%
	House Staff Only	11	15	5	13
	Not Provided	6	9	111	9
	TOTAL	100%	100%	100%	100%
Dental	House Staff and Dependents	24%	27%	34%	28%
	House Staff Only	8	8	8	7
	Not Provided	68	65	58	65
		100%	100%	100%	100%
Drug Prescriptions	House Staff and Dependents	51%	52%	55%	53%
	House Staff Only	13	9	11	10
	Not Provided	36	39	34	37
		100%	100%	100%	100%
Hospital Employee Health Service	House Staff and Dependents	24%	26%	32%	27%
	House Staff Only	36	49	47	46
	Not Provided	40	25	21	27
		100%	100%	100%	100%

* Includes eight unaffiliated hospitals.

Table 52
Health Benefits Provided to
House Staff and Dependents, by Hospital Ownership

Benefit	Benefit for	Hospital Ownership: State-Owned (N=34)	Municipally-Owned (N=33)	Church-Owned (N=33)	Other, Nonprofit (N=177)	Veterans Administrations (N=60)	Nationwide (N=337)
Hospitalization	House Staff and Dependents	73%	73%	91%	93%	63%	83%
	House Staff Only	27	24	9	6	20	13
	Not Provided	0	3	0	1	17	4
	TOTAL	100%	100%	100%	100%	100%	100%
Major Medical	House Staff and Dependents	73%	64%	85%	85%	64%	78%
	House Staff Only	21	27	6	7	22	13
	Not Provided	6	9	9	8	14	9
		100%	100%	100%	100%	100%	100%
Dental	House Staff and Dependents	15%	12%	42%	34%	15%	28%
	House Staff Only	6	21	3	8	2	7
	Not Provided	79	67	55	58	83	65
	TOTAL	100%	100%	100%	100%	100%	100%
Drugs Prescriptions	House Staff and Dependents	42%	46%	52%	64%	32%	53%
	House Staff Only	15	18	18	8	2	10
	Not Provided	43	36	30	28	66	37
	TOTAL	100%	100%	100%	100%	100%	100%
Hospital Employee Health Services	House Staff and Dependents	24%	18%	27%	35%	12%	27%
	House Staff Only	30	55	52	48	41	46
	Not Provided	46	27	21	17	47	27
	TOTAL	100%	100%	100%	100%	100%	100%

Table 53

Health Benefits Provided to
House Staff and Dependents, by Hospital Bed Size

Benefit	Benefit for	Hospital Bed Size: 385 or Fewer (N=84)	385-512 (N=81)	513-685 (N=92)	686 or More (N=80)	Nationwide (N=337)
Hospitalization	House Staff and Dependents	84%	84%	84%	81%	83%
	House Staff Only	12	12	11	16	13
	Not Provided	4	4	5	3	4
	TOTAL	100%	100%	100%	100%	100%
Major Medical	House Staff and Dependents	79%	80%	78%	74%	78%
	House Staff Only	15	11	13	13	13
	Not Provided	6	9	9	13	9
	TOTAL	100%	100%	100%	100%	100%
Dental	House Staff and Dependents	31%	27%	26%	28%	28%
	House Staff Only	7	6	9	8	7
	Not Provided	62	67	65	64	65
	TOTAL	100%	100%	100%	100%	100%
Drugs Prescriptions	House Staff and Dependents	52%	56%	48%	58%	53%
	House Staff Only	11	5	13	9	10
	Not Provided	37	39	39	33	37
	TOTAL	100%	100%	100%	100%	100%
Hospital Employee Health Services	House Staff and Dependents	20%	30%	28%	32%	27%
	House Staff Only	50	44	45	44	46
	Not Provided	30	26	27	24	27
	TOTAL	100%	100%	100%	100%	100%

Table 54

Hospital Contribution to Health Insurance Premium
for House Staff and Dependents

	House Staff			Dependents		
	Percentage of Hospitals Contributing					
	Full Cost of Premium	Part of Cost	None of Cost	Full Cost of Premium	Part of Cost	None of Cost
Nationwide	72%	26%	2%	56%	25%	19%
Geographic Region						
Northeastern	80	19	1	68	20	12
Southern	58	35	7	25	31	44
Midwestern	72	26	2	64	25	11
Western	63	35	2	43	30	27
Affiliation Relationship						
University-Owned	74	18	8	51	35	14
Major Affiliate	68	29	3	55	24	21
Limited Affiliate	90	7	3	66	20	14
Hospital Ownership						
State-Owned	73	17	10	33	40	27
Municipally-Owned	87	10	3	45	16	39
Church-Owned	81	16	3	70	20	10
Other, Nonprofit	86	13	1	75	17	8
Veterans Administration	18	72	10	11	48	41
Hospital Bed Size						
385 or fewer	74	23	3	53	29	18
386 - 512	75	22	3	57	21	22
513 - 695	79	20	1	66	17	17
696 or more	59	37	4	47	34	19

Table 55

Non-Health Benefits Provided to
Second Year House Staff, Nationwide

Benefit	Hospital Contributes	Number of Hospitals	Percentage
Life Insurance	Full Cost	210	61%
	Part of Cost	60	17
	None of Cost	75	22
	TOTAL	345	100%
Malpractice Insurance	Full Cost	329	96%
	Part of Cost	0	0
	None of Cost	15	4
	TOTAL	344	100%
Disability	Full Cost	178	52%
	Part of Cost	41	12
	None of Cost	125	36
	TOTAL	344	100%
Parking	Full Cost	244	71%
	Part of Cost	47	13
	None of Cost	54	16
	TOTAL	345	100%
Housing	Full Cost	12	4%
	Part of Cost	73	21
	None of Cost	257	75
	TOTAL	345	100%

Table 56

Non-Health Benefits Provided to
Second Year House Staff, By Geographic Region

Benefit	Hospital Contributes	Geographic Region: North-eastern (N=144)	Southern (N=64)	Mid-western (N=91)	Western (N=46)	Nation-wide (N=345)
Life Insurance	Full Cost	75%	53%	54%	41%	61%
	Part of Cost	8	25	19	33	17
	None of Cost	17	22	27	26	22
	TOTAL	100%	100%	100%	100%	100%
Disability	Full Cost	64%	39%	46%	43%	52%
	Part of Cost	10	14	9	20	12
	None of Cost	26	47	45	37	36
	TOTAL	100%	100%	100%	100%	100%
Parking	Full Cost	66%	73%	77%	69%	71%
	Part of Cost	18	11	11	9	13
	None of Cost	16	16	12	22	16
	TOTAL	100%	100%	100%	100%	100%
Housing	Full Cost	6%	3%	2%	0%	4%
	Part of Cost	29	6	19	22	21
	None of Cost	65	91	79	78	75
	TOTAL	100%	100%	100%	100%	100%

Table 57

Non-Health Benefits Provided to
Second Year House Staff, By Affiliation Relationship

Benefit	Hospital Contributes	Affiliation Relationship: University-Owned (N=54)	Major Affiliate (N=244)	Limited Affiliate (N=34)	Nationwide (N=337)*
Life Insurance	Full Cost	50%	61%	77%	61%
	Part of Cost	15	21	5	17
	None of Cost	35	18	18	22
	TOTAL	100%	100%	100%	100%
Disability	Full Cost	42%	54%	51%	52%
	Part of Cost	28	10	8	12
	None of Cost	30	36	41	36
	TOTAL	100%	100%	100%	100%
Parking	Full Cost	39%	75%	84%	71%
	Part of Cost	20	14	8	13
	None of Cost	41	11	8	16
	TOTAL	100%	100%	100%	100%
Housing	Full Cost	4%	3%	6%	4%
	Part of Cost	11	22	24	21
	None of Cost	85	75	70	75
	TOTAL	100%	100%	100%	100%

* Includes five unaffiliated hospitals.

Table 58
Non-Health Benefits Provided to
Second Year House Staff, By Hospital Ownership

Benefit	Hospital Contributes	Hospital Ownership: State-Owned (N=34)	Municipally-Owned (N=33)	Church-Owned (N=33)	Other, Nonprofit (N=177)	Veterans Administration (N=67)	Nationwide (N=344)
Life Insurance	Full Cost	44%	64%	67%	80%	16%	61%
	Part of Cost	21	9	6	4	60	17
	None of Cost	35	27	27	16	24	22
	TOTAL	100%	100%	100%	100%	100%	100%
Disability	Full Cost	27%	39%	55%	64%	38%	52%
	Part of Cost	32	3	9	10	12	12
	None of Cost	41	58	36	26	50	36
	TOTAL	100%	100%	100%	100%	100%	100%
Parking	Full Cost	47%	79%	91%	65%	85%	71%
	Part of Cost	12	12	9	20	2	13
	None of Cost	41	9	0	15	14	16
	TOTAL	100%	100%	100%	100%	100%	100%
Housing	Full Cost	3%	3%	3%	5%	0%	4%
	Part of Cost	6	36	33	26	5	21
	None of Cost	91	61	64	69	95	75
	TOTAL	100%	100%	100%	100%	100%	100%

Table 59

Non-Health Benefits Provided to
Second Year House Staff, By Hospital Bed Size

Benefit	Hospital Provides	Hospital Bed Size: 385 or Fewer (N=84)	386-512 (N=83)	513-685 (N=93)	696 or More (N=85)	Nationwide (N=345)
Life Insurance	Full Cost	65%	60%	65%	53%	61%
	Part of Cost	12	20	11	27	17
	None of Cost	23	20	24	20	22
	TOTAL	100%	100%	100%	100%	100%
Disability	Full Cost	56%	50%	54%	46%	52%
	Part of Cost	13	16	6	13	12
	None of Cost	31	34	40	41	36
	TOTAL	100%	100%	100%	100%	100%
Parking	Full Cost	60%	77%	72%	74%	71%
	Part of Cost	21	8	11	14	13
	None of Cost	19	15	17	12	16
	TOTAL	100%	100%	100%	100%	100%
Housing	Full Cost	1%	6%	3%	3%	4%
	Part of Cost	19	11	31	24	21
	None of Cost	80	83	66	73	75
	TOTAL	100%	100%	100%	100%	100%

Table 60

Annual Vacation Provided to
First Year House Staff

	Two Weeks*	Three Weeks	Four Weeks**	Total
		Percentage of Hospitals		
Nationwide	52%	32%	16%	100%
Geographic Region				
Northeastern	42	31	27	100
Southern	72	25	3	100
Midwestern	58	38	4	100
Western	46	30	24	100
Affiliation Relationship				
University-Owned	45	38	17	100
Major Affiliate	55	29	16	100
Limited Affiliate	54	30	16	100
Hospital Ownership				
State-Owned	53	29	18	100
Municipally-Owned	55	24	21	100
Church-Owned	61	18	21	100
Other, Nonprofit	48	39	13	100
Veterans Administration	60	22	18	100
Hospital Bed Size				
385 or fewer	52	31	17	100
386 - 512	58	31	11	100
513 - 685	52	31	17	100
686 or more	49	32	19	100

* Includes three hospitals reporting less than two weeks vacation time.
** Includes one hospital reporting more than four weeks vacation time.

Table 61

Annual Vacation Provided to
Second Year House Staff

	Two Weeks*	Three Weeks	Four Weeks**	Total
		Percentage of Hospitals		
Nationwide	24%	53%	23%	100%
Geographic Region				
Northeastern	17	50	33	100
Southern	45	45	10	100
Midwestern	21	64	15	100
Western	22	54	24	100
Affiliation Relationship				
University-Owned	21	56	23	100
Major Affiliate	23	54	23	100
Limited Affiliate	37	39	24	100
Hospital Ownership				
State-Owned	29	56	15	100
Municipally-Owned	31	38	31	100
Church-Owned	30	46	24	100
Other, Nonprofit	19	59	22	100
Veterans Administration	26	50	24	100
Hospital Bed Size				
385 or fewer	30	51	19	100
386 - 512	25	59	16	100
513 - 685	25	47	28	100
686 or more	16	56	28	100

* Includes one hospital reporting less than two weeks vacation time.
** Includes three hospitals reporting more than four weeks vacation time.

CHAPTER THREE

HOUSE STAFF FUNDING

HOSPITAL EXPENDITURES (Tables 62-64)

Tables 62 and 63 report average total hospital expenditures in 1978-79 for residents' stipends and benefits and clinical fellows' stipends and benefits. For resident expenditures, 338 hospitals responded reporting mean expenditures of $2,431,725, up 5.1 percent from $2,314,124 in 1977-78. In total, the 338 institutions spent $821,923,050 for resident stipends and benefits. The mean expenditures for clinical fellows (Table 63) were $371,647 for a total of $53,145,521. This total added to total resident payments equals $875,068,571 for house staff expenditures in the responding hospitals.

Mean expenditures were consistently substantially higher than median expenditures in all hospital subgroups. These differences are reflections of the disproportionately high expenditures at some hospitals. Municipally-owned hospitals, university-owned hospitals, and the largest hospitals had the three highest mean expenditures for resident stipends and benefits. For clinical fellows, the top three groups were state-owned hospitals, the largest hospital bed size category, and university-owned hospitals.

When hospital resident expenditures are displayed as a percentage of the hospital's operating budget (Table 64), a slightly different conclusion may be drawn about the level of commitment to house staff training by different types of hospitals. For all responding hospitals, the mean percent of the hospital's budget going to resident expenditures was 4.2 percent compared to 3.8 percent for the median. While municipally-owned hospitals had the highest dollar commitment to residents ($4,305,317), the mean percent

of the budget for this group was only 5.8 percent, compared to 7.4 percent for the state-owned hospitals and 6.6 percent for the university-owned hospitals. The largest hospitals, which were near the top in total house staff dollar expenditures, ranked in the middle in terms of resident expenditures as a percent of the total operating budget.

FUNDING SOURCES (Table 65)

Table 65 displays the relative importance of 10 funding sources for residency and clinical fellow training at all responding nonfederal hospitals. The table excludes Veterans Administration hospitals because funding in these institutions comes entirely from Veterans Administration appropriations.

The relative importance of funding sources remained substantially unchanged from 1977-78 to 1978-79. Patient care revenues and general operating (non-designated) appropriations in 1978-79 accounted for three-fourths of residency training funding, which was two percentages points higher than in 1977-78 (73 percent). Municipal and state appropriations earmarked for resident expenses were the next two most important sources of funding, contributing a combined total of 11 percent of all funding.

Financing patterns for clinical fellows differed significantly from those for residents. In 1978-79, only 52 percent of the funds came from patient revenues and general operating appropriations. The 1977-78 figure for this source of clinical fellow funding was 51 percent. Among the remaining funding sources, three categories accounted for 22 percent: the National Institute of Health (11.15 percent); Federal agencies other than NIH

and the Veterans Administration (4.11 percent); and endowment income, foundation grants, and voluntary agencies (7.06 percent). Thus, the data reveal that hospitals rely on multiple sources of funding for house staff with primary dependence on patient care revenue.

Table 62

Average Hospital Expenditures for Residents' Stipends and Fringe Benefits
1978-79

Hospital Category	Number of Hospitals	Expenditures for Residents' Stipends and Fringe Benefits	
		Mean	Median
All Responding Hospitals	338	$2,431,725	$1,672,829
by Geographic Region			
Northeastern	141	2,301,194	1,691,225
Southern	63	2,372,245	1,642,331
Midwestern	89	2,407,509	1,599,961
Western	45	2,971,886	1,786,835
by Affiliation Relationship			
University-Owned	54	4,071,034	4,008,355
Major Affiliate	239	2,249,545	1,562,224
Limited Affiliate	37	1,312,891	1,151,796
by Hospital Ownership			
State-Owned	34	3,833,032	3,646,090
Municipally-Owned	32	4,305,317	3,023,000
Church-Owned	33	1,897,880	1,495,596
Other, Nonprofit	171	2,245,360	1,555,362
Veterans Administration	68	1,577,105	1,287,658
by Bed Size			
Less than 385 Beds	84	1,598,636	1,112,097
385-512 Beds	80	1,858,636	1,235,231
513-695 Beds	89	2,323,931	1,880,367
Greater than 695 Beds	85	3,907,256	3,154,487

Table 63

Average Hospital Expenditures for Clinical Fellows' Stipends and Fringe Benefits
1978-79

Hospital Category	Number of Hospitals*	Expenditures for Clinical Fellows' Stipends and Fringe Benefits	
		Mean	Median
All Responding Hospitals	143	$371,647	$183,555
by Geographic Region			
Northeastern	75	276,563	151,567
Southern	14	392,515	184,739
Midwestern	36	466,676	240,497
Western	18	561,541	188,200
by Affiliation Relationship			
University-Owned	22	680,020	360,997
Major Affiliate	100	312,445	180,051
Limited Affiliate	17	174,252	97,268
by Hospital Ownership			
State-Owned	13	749,412	369,142
Municipally Owned	11	532,658	140,000
Church-Owned	16	115,095	94,536
Other, Nonprofit	87	366,062	179,213
Veterans Administration	16	240,938	136,000
by Bed Size			
Less than 385 Beds	47	309,338	182,996
385-512 Beds	32	237,073	104,928
513-695 Beds	35	295,981	146,120
Greater than 695 Beds	29	712,448	271,277

* Includes only those hospitals that reported expenditures for clinical fellows.

Table 64

Residents' Stipends and Benefits as a Percentage of Hospital's Total Operating Budget, 1978-1979

	Number of Hospitals	Percentage of Hospital Budget			
		25th Percentile	Median	Mean	75th Percentile
All Responding Hospitals	316	2.7%	3.8%	4.2%	5.3%
Geographic Region					
Northeastern	133	2.9	3.9	4.4	5.3
Southern	58	2.7	4.0	4.5	6.3
Midwestern	81	2.4	3.2	3.6	4.2
Western	44	2.8	4.4	4.7	5.7
Affiliation Relationship					
University-Owned	50	4.6	6.0	6.6	8.7
Major Affiliate	224	2.6	3.5	3.9	4.9
Limited Affiliate	36	2.0	2.8	3.4	4.0
Hospital Ownership					
State-Owned	32	4.7	6.8	7.4	9.0
Municipally-Owned	29	4.4	5.6	5.8	6.4
Church-Owned	31	2.0	2.7	3.5	4.4
Other, Nonprofit	159	2.5	3.3	3.6	4.5
Veterans Administration	65	2.8	3.5	3.9	4.7
Hospital Bed Size					
385 or fewer	76	2.9	3.7	4.5	5.3
386 - 512	76	2.6	3.6	4.0	5.0
513 - 685	85	2.5	3.9	4.0	5.0
686 or more	79	2.7	3.8	4.5	6.0

Table 65

Percentage Distribution of Funding Sources Used to Pay Hospital Costs of House Staff Stipends and Fringe Benefits, Nonfederal Hospitals, 1978-1979

Funding Source	Source of Revenue as Percent of Total Funding	
	Residents	Clinical Fellows
Patient Revenues and General Operating Appropriations	75.24%	52.29%
State Appropriations Earmarked for House Staff Expenses	4.77	1.80
Municipal Appropriations Earmarked for House Staff Expenses	6.22	0.53
Veterans Administration Appropriations	2.00	5.04
Physician Fee Revenue	1.06	5.62
Medical School/University Funds	2.66	4.62
NIH	0.47	11.15
Federal Agencies other than NIH, VA	1.04	4.11
Endowment Income, Foundation Grants, Voluntary Agencies	0.15	7.06
Other	6.39	7.78
TOTAL	100.00%	100.00%
Number of Hospitals	270	127

APPENDIX A

Questionnaire
for the
1979 COTH Survey of House Staff Stipends,
Benefits, and Funding

COTH SURVEY OF HOUSE STAFF STIPENDS, BENEFITS, AND FUNDING

May, 1979

Name of Hospital _____

A. House Staff Funding

1. What is the minimum cash stipend per year?

1979-80 stipends are estimated: YES _____ NO _____

	1979-80	1978-79
1st Post-MD Year	$ _____	$ _____
2nd Post-MD Year	$ _____	$ _____
3rd Post-MD Year	$ _____	$ _____
4th Post-MD Year	$ _____	$ _____
5th Post-MD Year	$ _____	$ _____
6th Post-MD Year	$ _____	$ _____

2. How large is the stipend differential paid to the chief resident in: Medicine? $+_____ Surgery? $+_____
Pediatrics? $+_____ OB-GYN? $+_____

3. What sources are used to pay the costs of the 1978-79 stipends and fringe benefits **for house staff at your hospital?**

	Interns/Residents	Clinical Fellows
a. Patient revenues and **general** operating appropriations for the hospital	$ _____	$ _____
b. State appropriations **earmarked** for house staff expenses	$ _____	$ _____
c. Municipal appropriations **earmarked** for house staff expenses	$ _____	$ _____
d. Veterans Administration appropriations	$ _____	$ _____
e. Physician fee revenue	$ _____	$ _____
f. Medical school/university funds	$ _____	$ _____
g. NIH	$ _____	$ _____
h. Other federal agencies	$ _____	$ _____
i. Endowment income/foundation grants/voluntary agencies	$ _____	$ _____
j. Other (specify) _____	$ _____	$ _____
k. Other (specify) _____	$ _____	$ _____
l. TOTAL	$ _____	$ _____

4. Based on the amount enumerated in question 3 above, the following is the estimated total dollars to be spent on stipends and fringe benefits in 1978-79:

	Intern/Residents	Clinical Fellows
a. Stipends	$ _____	$ _____
b. Fringe Benefits (including FICA and other insurance)	$ _____	$ _____
c. TOTAL (should be the same as 3(l) above)	$ _____	$ _____

5. What percentage of the hospital's total operating budget is the amount given in question 4(c) above? Interns/Residents _____ %
Clinical Fellows _____ %

B. House Staff Benefits

6. What percentage of the costs for health insurance premiums does your hospital contribute? House Staff _____ %
Dependents _____ %

Check those health benefits covered:

	House Staff	Dependents
a. Hospitalization including inpatient physician services	_____	_____
b. Major medical including at least a portion of outpatient services	_____	_____
c. Dental services	_____	_____
d. Prescription drugs	_____	_____
e. Hospital employee health services program	_____	_____

(over)

B. House Staff Benefits (cont.)

7. Please check below to indicate whether the following benefits are provided to 2nd year house officers.

	Hospital Provides at No Cost	Hospital Provides at Reduced Rate	Hospital Does Not Provide
a. Life Insurance			
b. Malpractice Insurance			
c. Disability Insurance			
d. Parking			
e. Housing			

8. How many weeks do house officers receive as vacation during a year?
   a. 1st year house officers: _____ weeks
   b. 2nd year house officers: _____ weeks

9. Are house staff reimbursed for expenses to attend professional meetings which are held out-of-town?
   a. YES _____
   b. NO _____
   c. YES, with the following restrictions _____
   d. Estimate the percentage of the house staff that were actually reimbursed for one or more meetings in the past year : _____

10. Please list the three fringe benefits for which your hospital is budgeting the largest dollar increase in 1979-80 for house staff.

_____

_____

C. Women and Minority Placements

11. How many of the house officers at your hospital are U.S.-born members of these minorities?

	Women		Black American		American Indian		Mexican American		Mainland Puerto Rico	
	1st Yr.	Total	1st Yr.	Total	1st Yr.	Total	1st Yr.	Total	1st Yr.	Total
Family Practice										
Medical Specialties										
Surgical Specialties										
Other Specialties										

12. Has your hospital been affected by Federal Government regulations limiting the number of foreign medical graduates permitted to enter the United States?
   a. YES _____
   b. NO _____

   If yes, what has your hospital done in response?

   _____ Recruited more U.S. trained house staff
   _____ Reduced house staff size
   _____ Employed salaried physicians
   _____ Submitted application for substantial disruption waiver
   _____ Plan to submit application for substantial disruption waiver
   _____ Have made no changes
   _____ Other (specify) _____

13. Person to contact for questions about this questionnaire: _____
    Area Code and Telephone Number: _____

Please complete and return by June 1, 1979 to:

Department of Teaching Hospitals
Association of American Medical Colleges
One Dupont Circle, N.W.
Suite #200
Washington, D.C. 20036

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Appendix B: Response Rates for 1979 Survey of House Staff Stipends, Benefits, and Funding

Hospital Category	Number of Responding Hospitals	Number of COTH Members	Response Rate
Total Membership	347	407	85%
Geographic Region			
Northeastern	145	166	87
Southern	65	81	80
Midwestern	91	105	86
Western	46	55	83
Affiliation Relationship			
University-Owned	54	65	81
Major Affiliate	246	280	87
Limited Affiliate	39	51	76
Unaffiliated	8*	11	72
Hospital Ownership			
State-Owned	34	46	73
Municipally-Owned	33	39	84
Church-Owned	33	43	76
Other, Nonprofit	177	201	88
Veterans Administration	70	74	94
Miscellaneous	**	4	**
Hospital Bed Size			
385 or fewer	85	102	83
386 - 512	83	102	81
513 - 685	93	102	91
686 or more	86	101	85

* Data from these responding hospitals are not reported separately in the tables, but are included in the nationwide figures.
** Not included in the survey.

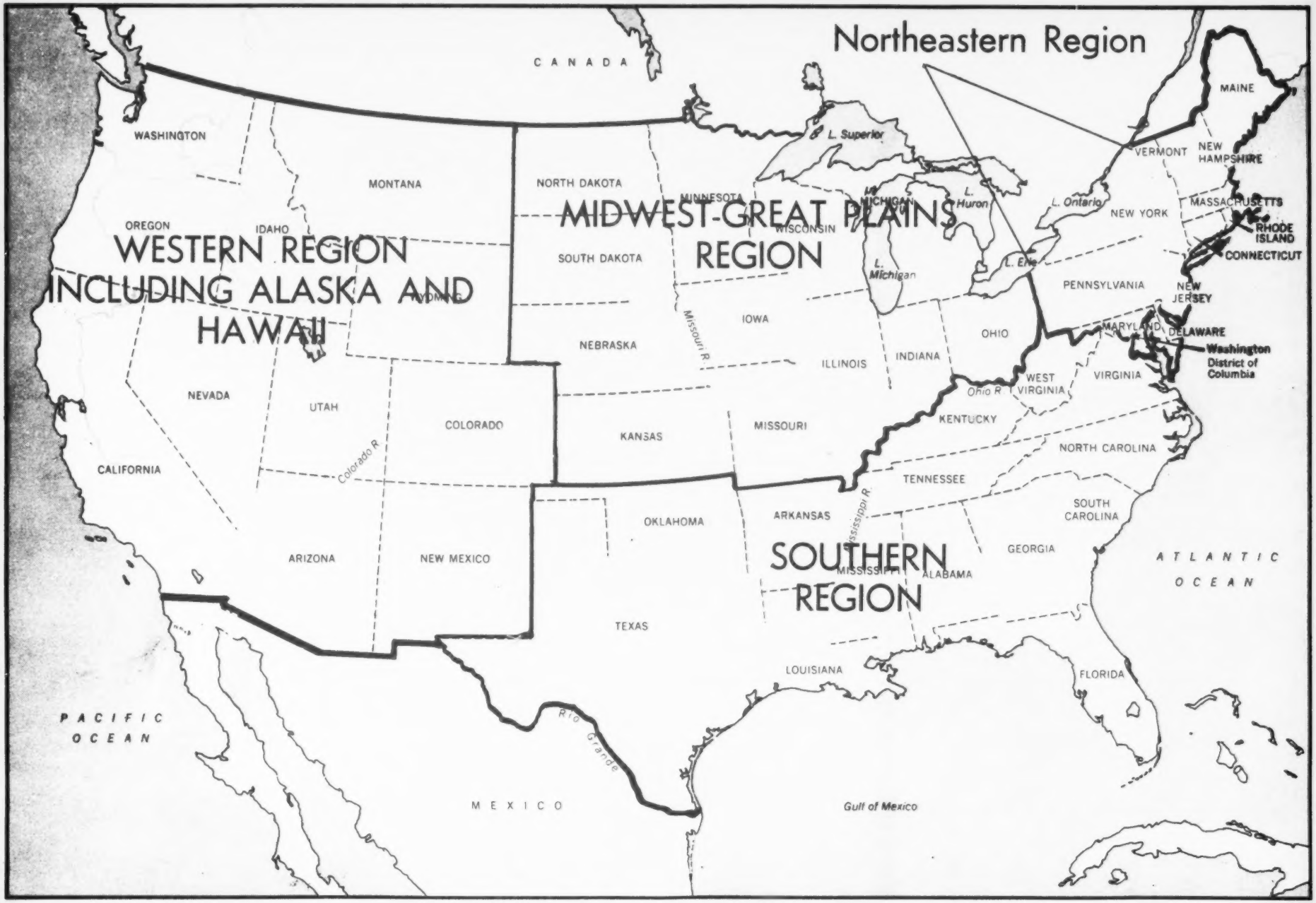
Appendix C: Dollar and Percentage Increases in Mean House Staff Stipends: 1969-1980

Academic Calendar Year	Mean 1st Post-MD Yr Stipend	Dollar Increase Over Previous Year	Percentage Increase Over Previous Year
1969-70	$ 7,325		
1970-71	8,115	$ 790	10.8%
1971-72	9,198	1,083	13.3
1972-73	9,698	500	5.4
1973-74	10,114	416	4.3
1974-75	10,692	578	5.7
1975-76	11,685	993	9.2
1976-77	12,371	686	5.9
1977-78	13,145	774	6.3
1978-79	13,904	759	5.8
1979-80	14,811	907	6.5*

* This figure is higher than the 6.1 percent in Table 2 because the increase reported here is based on the mean stipend for hospitals responding to last year's survey. The 6.1 figure is based only on hospitals responding to this year's survey.

APPENDIX D

Map of COTH Regions


Northeastern Region
CANADA
WASHINGTON
MONTANA
NORTH DAKOTA
MINNESOTA
L. Superior
MAINE
VERMONT
NEW HAMPSHIRE
MASSACHUSETTS
RHODE ISLAND
CONNECTICUT
L. Ontario
NEW YORK
L. Huron
L. Michigan
L. Erie
PENNSYLVANIA
NEW JERSEY
MARYLAND
DELAWARE
Washington District of Columbia
OREGON
IDAHO
WESTERN REGION INCLUDING ALASKA AND HAWAII
MIDWEST-GREAT PLAINS REGION
SOUTH DAKOTA
WISCONSIN
WYOMING
IOWA
NEBRASKA
Missouri R
ILLINOIS
INDIANA
OHIO
WEST VIRGINIA
VIRGINIA
Ohio R
NEVADA
UTAH
COLORADO
KENTUCKY
KANSAS
MISSOURI
NORTH CAROLINA
CALIFORNIA
Colorado R
TENNESSEE
Mississippi R
OKLAHOMA
ARKANSAS
SOUTH CAROLINA
ARIZONA
NEW MEXICO
SOUTHERN REGION
GEORGIA
MISSISSIPPI
ALABAMA
ATLANTIC OCEAN
TEXAS
LOUISIANA
FLORIDA
PACIFIC OCEAN
Rio Grande
MEXICO
Gulf of Mexico